

# Profile and Practices of Domestic Employers in California UCLA Labor Center

## Overview

This brief is based on the 2016 survey of homecare, nanny and homecare employers presented in the study, [Profile, Practices and Needs of California’s Domestic Work Employers](#). Based on 501 randomly-dialed phone surveys throughout the state, this study provided demographic and household details, as well as an understanding of the employment practices and needs of domestic employers.

Data presented in this brief is based on 457 employers, excluding those receiving homecare support through In-Home Supportive Services (IHSS).

### Employer by Type of Work

Californians rely on domestic work with over half hiring for house cleaning service, 20% hiring for childcare and 20% for homecare support.

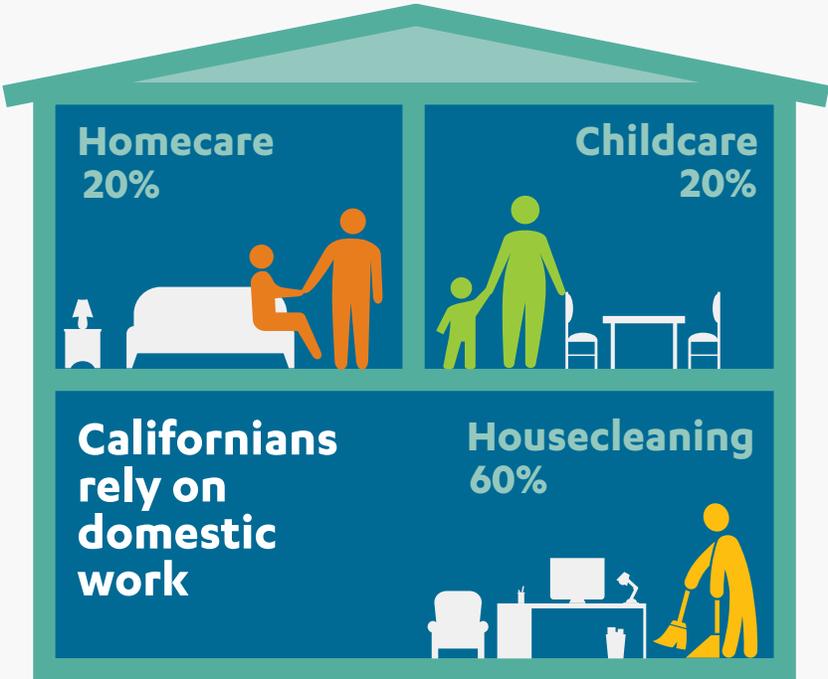


Figure 1.

### Gender

Two-thirds of employers are women and a third are men.



Figure 2.

### Age

Employers tend to be older adults. A third of employers are under 50 and over half are over the age of 50.

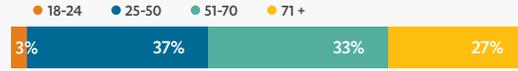


Figure 3.

### Race/Ethnicity

The demographic profile of employers is broad: over half identify as white, but 41% are Latino, African American, Asian American, and mixed or other races.



Figure 4.

### Educational Attainment

Half of employers have a bachelor’s degree or higher. One-quarter attended some college, a vocational program or have an associates degree. One quarter have a high school degree or less.



Figure 5.

### Domestic Employer Occupation

One-quarter of employers are in professional and managerial jobs and almost one-quarter work in “frontline” jobs such as in offices, service work, construction, domestic work, etc. One-third of employers are retired.

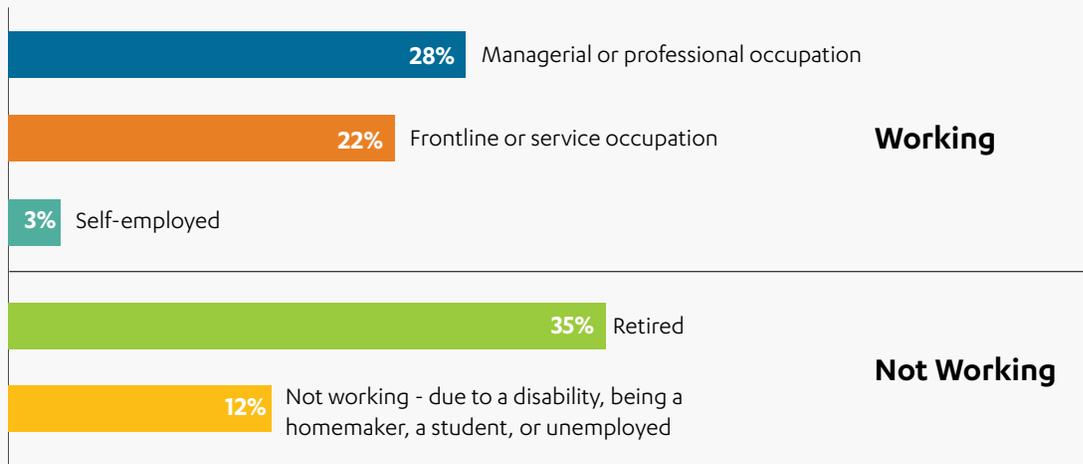


Figure 6.

## Employer Income

Many housecleaning employers occupy the moderate and high-income brackets while many homecare and nanny employers have low incomes.

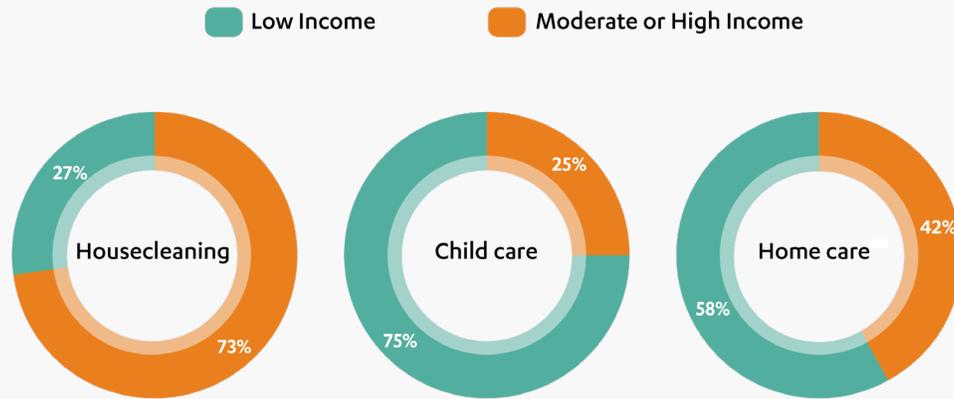


Figure 7.

\*Low income is defined as 80% or below of the area median family income.

## Hiring Practices

The domestic work industry lacks the structures common to other workplaces, and employment practices can become individualized.



Figure 8.

## Work schedules and pay arrangements vary

The absence of regular and predictable practices leads to wide variations in work and pay arrangements.

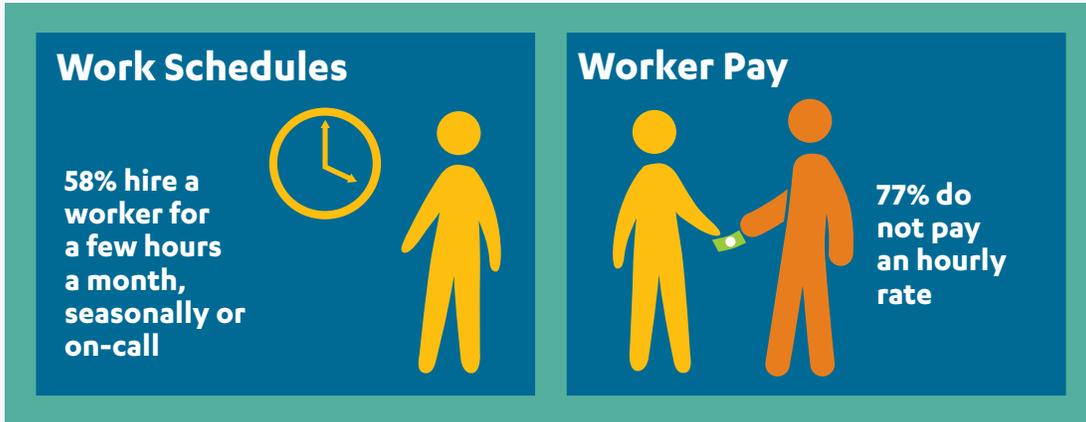


Figure 9.

## Employers need more support

Many employers need more support and one third (34%) said they would like to pay their workers more.

Of those that require more support, they are:

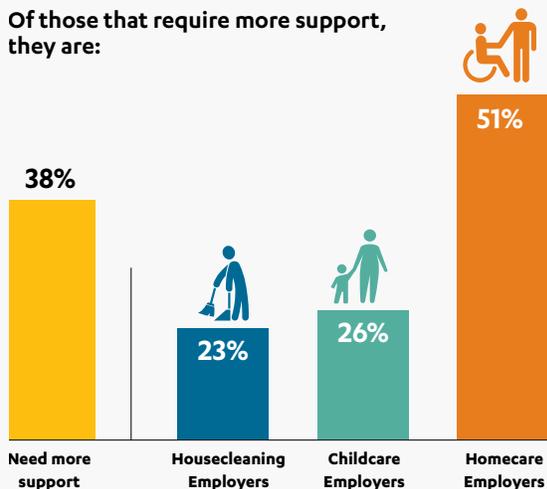


Figure 10.

## Homecare arrangements

Nearly a third of homecare employers hire more than one provider to receive the full support they need.

30% of employers need more than one homecare provider  
31% of employers hire provider to work in someone else's home



Figure 11.